

Human Capital Management
Office of Personnel Management
(OPM) – PMA initiative
implementation

Key Benefit – Scorecard rating improved from red to green; shortened hiring time; made employees responsible for success

Background

Federal Human Resource agency with an operating budget of \$35 billion and 16 centers, with just over 5,000 employees. OPM is currently implementing the five initiatives from the PMA and improved its scorecard rating to green as of May 2005.

Challenges

The OPM was originally given all red ratings by OMB on the first scorecard in 2001 for the PMA. The organizational structure was not able to address mission challenges as the Government's Human Capital leader, and did not have a consistent workforce planning process in place to identify skill gaps in mission-critical occupations.

Resolution and Benefits

Institute a Workforce Planning Strategy - a process that identifies mission-critical occupations and roles, strategic competencies, and current and future gaps.

Implement a 45-day Staffing Model - improved OPM's ability to recruit highly talented employees with the speed necessary to be competitive in today's labor market.

Strengthen Performance Management – Clearly linked performance with mission and held employees responsible for results.